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# BOOK OF LAWS

UNITED ASSOCIATION  
Journeyman Plumbers  
Gas Fitters, Steam Fit-  
ters and Steam Fitters'  
Helpers of the United  
States and Canada

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Amended at Indianapolis, Indiana  
Sept. 21 to 29, 1908



CONSTITUTION AND  
BY-LAWS

United Association

Journeyman Plumbers  
Gas Fitters, Steam Fit-  
ters and Steam Fitters'  
Helpers of the United  
States and Canada



Amended at Indianapolis, Indiana  
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## PREAMBLE.

The aspirations of this association are to construct an organization which shall subserve the interest of all its members and be a fitting monument to the Unions attached thereto.

The objects of this Association are to protect its members from unjust and injurious competition, and secure, through unity of action among all workers of the trades throughout the United States and Canada, claiming as we do, that labor is capital, and is the only capital that possesses power to reproduce itself, or, in other words, to create capital. Labor is the interest underlying all other interests; therefore it is entitled to and should receive from society and government protection and encouragement.

Mankind generally condemn that which they do not thoroughly understand, and through prejudice and ignorance neglect to pay that strict attention and regard to the principle of unity for elevating their condition and for the accomplishment of good works which is so much required in creating confidence, generating esteem and respect, and for promoting harmony and good feeling among themselves; therefore let every member weigh the substance of these laws within his mind and thus become qualified to determine upon that which is herein set forth in the spirit of sincerity and honesty of purpose.

As an earnest proof that we entertain a true sense of our obligations, interests and duties toward one another, each member should make himself thoroughly acquainted with the laws herein contained, that he may avoid imposing upon the same, and also be prepared to use his

influence on those who do not as yet belong to the Association, but whose only reason for not belonging to it is that the benefits offered have never been fully explained to them.

Above all, members should avoid becoming in arrears. Large numbers, which should insure "strength," very frequently produce weakness, because those in arrears are debarred from the benefits, and also make it impossible to meet the claims which are made by members who are in good standing.

Recognizing the right of the employer or capitalist to control his capital, we also claim, and will exercise, the right to control our labor, and be consulted in determining the price paid for it.

We, therefore, urge upon all Plumbers, Gas Fitters, Steam Fitters, Sprinkler Fitters, General Pipe Fitters, Steam and Sprinkler Fitters' Helpers, in every section of the United States and Canada, to join us in our efforts to secure, through the power of organization, both for ourselves and our children, a steady demand and a fair compensation for our toil and a position in society to which, as wealth producers and citizens, we are justly entitled.

For the successful accomplishments of the ends desired by the Association, for the instruction, information and guidance of its members, and for the due regulation of the business connected therewith, this code of Laws is hereby formed.



# CONSTITUTION.

## NAME AND MEMBERSHIP.

Section 1. This organization shall be known as the United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada.

## JURISDICTION.

Sec. 2. Its jurisdiction shall include all branches of the pipe-fitting industry. In it alone is invested power to establish Local Unions of Plumbers, Gas Fitters, Steam Fitters, Sprinkler Fitters, General Pipe Fitters and Helpers, and its mandates must be obeyed at all times and under all circumstances. To the United Association of the United States and Canada is reserved the right to decide all matters pertaining to the jurisdiction of its affiliated Local Unions, while to Local Unions there is conceded the right to make all necessary laws and agreements for local government which do not conflict with the laws of the United Association.

## CONVENTIONS.

Sec. 3. Conventions of the United Association shall be held biennially in cities designated from time to time on the third Monday in September. An amendment to the Constitution to provide for a Special Convention may be called upon by request of 20 per cent of the total membership having endorsed the same. The amendment shall be submitted by circular vote to all members at the next regular meeting night.

Sec. 4. Each Local Union shall vote by secret



ballot (yes or no) on the proposition to hold or not to hold a convention on the date specified, and shall immediately make returns of votes cast for and against, by the members actually present and voting secretly.

Sec. 5. The General Secretary-Treasurer shall compile and publish the returns in the Journal, and it shall require two-thirds majority of all votes cast to carry the proposition, and no proposition to hold a Convention shall be considered adopted if less than twenty per cent of the good-standing membership vote.

Sec. 6. The basis of representation of delegates to each convention shall be one delegate for each local union, provided that said local union shall have not less than twenty-five (25) members in good standing for three consecutive months previous to convention. Unions having less than twenty-five (25) members shall combine with nearest local union, and such locals combining shall have not less than twenty-five (25) members in good standing for three (3) consecutive months prior to convention.

Sec. 7. Unions having two hundred (200) members shall be entitled to two delegates, and for each additional one hundred (100) members they shall be entitled to one delegate. Said representation shall be based on membership in good standing three (3) months prior to convention.

Sec. 8. Basis of representation of members to be determined by index card at general office. When General Secretary submits credentials he shall notify local unions of number of members in good standing according to index cards.

Sec. 9. Each delegate shall be entitled to one vote (this to include State Association delegates also). Delegates of Local Unions representing more than one hundred (100) members shall be entitled to one additional vote for every one hundred (100) members in excess of that number.

Votes of Unions having more than one delegate shall be equally divided among such delegates.

Sec. 10. The expense of delegates to United Association Conventions shall be defrayed from the general funds of the United Association, upon the following basis: Each delegate shall be paid \$5.00 per day as expenses and the standard rate of wages paid in his home town and transportation rates by the shortest route. No other appropriation from the general fund shall be made in favor of delegates.

Sec. 11. No member shall be eligible as a delegate or alternate unless he shall have been continuously a member of the local he is to represent for one year and in good standing for six months continuously prior to election, except when the Union has not been in existence the time herein required.

Sec. 12. Nominations for delegates to Conventions shall be made by Local Unions at least two weeks prior to election.

Sec. 13. All delegates to International Conventions shall be elected by their respective Unions at least one month prior to the date upon which the Convention shall convene.

Sec. 14. The Union at the time of the electing of delegates shall also elect an alternate to serve in case of disability of the regular delegate.

The candidate receiving the majority of all votes cast shall be the delegate. The candidate receiving the next nearest vote approaching an election shall act as alternate in case of disability of the delegate.

Sec. 15. As soon as the Convention has been decided upon, the General Secretary-Treasurer shall notify all Local Unions having less than twenty-five (25) members to combine with the nearest Local Union or Unions; such notice shall contain the location of the nearest Union or Unions, also the number of members each Union

represents. On receipt of such notice each Union shall nominate one candidate by ballot. The selection of one of these two candidates shall take place by ballot within one month from notice by the General Secretary-Treasurer.

Sec. 16. The Corresponding Secretary of each Local Union shall, immediately after the election of the delegate or delegates, notify the Secretary-Treasurer, but in case where two or more Unions combine to elect a delegate, the Secretaries of said Unions shall notify each other and the General Secretary-Treasurer of the number of votes cast for each candidate. The delegate-elect shall then be notified by the General Secretary-Treasurer, who shall publish a list of all delegates in the following issue of the Journal.

#### DELEGATES' EXPENSE—HOW TO BE PAID.

Sec. 17. Within a month prior to the date upon which a Convention is to convene, the General Secretary-Treasurer shall cause to have a sufficient amount of money paid in advance to delegates, which amount of money will be charged as equalization and delegates' expense, and shall amount to sufficient to pay the expense of the delegate or delegates, in accordance with the allowance heretofore specified, to the last day of the Convention. An Expense Committee shall be appointed by the President, during the Convention, whose duty it shall be to estimate and recommend to the Convention the proper amount to be allowed each delegate for transportation and each day's expense, in accordance with Sec. 10.

Sec. 18. If any money shall be due any delegate or delegates according to the report of the committee, as adopted by the Convention, said amount shall be advanced or loaned by the General Secretary-Treasurer.

OFFICERS' REPORTS—INTRODUCTION OF RESOLUTIONS AND AMENDMENTS.

Sec. 19. Officers' reports to be printed in Journal and sent to all locals at least one month previous to the Convention.

Sec. 20. All resolutions and amendments submitted for consideration by delegates shall be approved by his Local Union and sent to the General Office at least three days before the date set for the Convention, and no resolution shall be submitted or considered by the Convention unless by a four-fifths vote.

REFERENDUM AMENDMENTS.

Sec. 21. Any Local Union may by a majority vote propose an amendment to this Constitution, which proposed amendment shall be published in the official Journal, where arguments shall be published for and against for at least three issues. After first publication of proposed amendment, if within sixty days from first publication of proposed amendment, 20 per cent of the total membership having endorsed the same, the amendment shall be submitted by circular to vote of members at the next regular meeting night.

Sec. 22. Each Local Union shall vote by secret ballot (yes or no) on the amendment as submitted, and shall immediately make returns of votes actually cast for and against by members actually present and voting secretly.

Sec. 23. The General Secretary-Treasurer shall compile and publish the returns in the Journal, and it shall require two-thirds vote of the members voting to carry an amendment, and no amendment shall be considered adopted if less than twenty per cent of the entire membership affected vote. Amendments so adopted shall take effect upon their passage or as specified in the amendment.

Sec. 24. Every member of the United Associa-

tion, provided he has been a continuous good-standing member for not less than one year prior to election, shall be eligible to any office in the Association.

#### ELECTION OF OFFICERS.

Sec. 25. The election of officers of the United Association shall take place at the Biennial Convention, an absolute majority of all votes cast being necessary to an election. Should no candidate receive a majority of all votes cast upon the first ballot, then there shall be a new ballot taken, and all candidates shall be dropped from the list except the one who received the highest number of votes and the one receiving the next highest number of votes.

#### VACANCY IN OFFICE—HOW FILLED.

Sec. 26. When a vacancy in any of the general offices occurs, other than a vacancy in the offices of President and Secretary-Treasurer, already provided for, the President and Secretary-Treasurer shall within seven days notify the General Executive Board concerning the vacancy, who shall appoint a successor to the office thus vacated, subject to the approval of the local unions.

#### ELIGIBLE TO VOTE AT LOCAL ELECTIONS.

Sec. 27. No member shall vote at any election of any description unless he has been a member in the local union where the vote is being taken for thirty days previous to the election.

#### ELIGIBLES TO OFFICE IN LOCALS.

Sec. 28. No member shall be eligible to office in his Local Union unless he shall have been a member of the United Association in good standing for a period of six months prior to the election, and shall receive the standard rate of wages.

## OFFICERS AND THEIR DUTIES.

Sec. 29. The officers of the United Association shall consist of a President, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and Twelfth Vice-Presidents, Secretary-Treasurer, Auxiliary Secretary-Treasurer and six General Organizers, one of whom at least shall be a Steam Fitter, who shall be elected for two years, or until their successors are elected and qualified, and all salaried officers of the U. A. shall devote eight hours of their time each work day to the U. A.

Sec. 30. It shall be the duty of the President of the United Association to act as organizer and to preside at all conventions and meetings of the United Association and Executive Board and conduct the same according to parliamentary rules and in conformity with the Constitution and Rules of Order, and should the meeting be equally divided by vote on any question, he shall cast the deciding vote. He shall sign all orders on the treasury for the payment of such moneys as are legally authorized, and issue the quarterly password. He shall render all decisions referred to him, and shall furnish a written report quarterly pertaining to his office, to the Secretary, who will make copies and furnish the same to the various Local Unions. In cases of emergency he shall have authority to call a meeting of the Executive Board.

Sec. 31. He shall, in conjunction with the Secretary-Treasurer, render decisions and endeavor to adjust matters of dispute, but all such decisions shall be subject to appeal to the Executive Board.

Sec. 32. The President shall appoint a Credential Committee, consisting of three members, at least one week before the Convention, and notify them of the appointments, and they shall be in session at least two hours before the time

of Convention to receive and act on all credentials, and be ready to report as soon as the Convention is called to order.

He shall also furnish his annual report to the Secretary-Treasurer in due time to have the same printed, with other annual reports, as per Section 19.

Sec. 33. He shall furnish weekly to the Executive Board a detailed report of the business transacted, and shall make such recommendations as in his judgment may be required for the welfare of the United Association and Local Unions. And he shall receive for his services the sum of eighteen hundred dollars annually, together with railroad fare by the cheapest and shortest routes, and such other actual expenses as have been itemized, receipted for and paid. The same to be submitted and approved by the Executive Board.

Sec. 34. The Vice-Presidents, in their respective divisions of the country, shall act as the legal representatives of the President. In case any grievance arises in their locality where the assistance of the International Officer is required, President shall dispatch the nearest officer, and he shall also notify his colleague in the same division of his action. The Vice-President shall then proceed to his destination to try and settle all difficulties to the satisfaction of both the Local Union involved and the United Association. The Vice-President, on his return, or sooner, shall make a written report to the President, who shall cause his findings to be placed before the Executive Board for their approval or rejection.

Sec. 35. The Secretary-Treasurer shall keep a true record of the proceedings of the United Association and meetings of the Executive Board. He shall keep a correct list of all Local Unions and numbers of same and addresses of all the Presidents and Secretaries of said Unions



—this book to be known as President's Roll Book —same to be kept in the office of the Secretary, who shall forward a duplicate of same to the President. He shall attend to all correspondence, answer all communications, etc., which may not require the consideration of the President and Executive Board. He shall communicate with each Local Union once a month, collect and receipt for all moneys due to the United Association. He shall issue to each Local Union in good standing the quarterly password, as directed by the President. He shall be furnished with a special seal, which shall be affixed to all official documents, except circular letters. He shall keep a copy of all documents or communications issued from his office, and have same properly indexed. He shall also edit the United Association Journal, and will furnish a quarterly statement of the financial affairs of same, which shall be forwarded to the different Locals.

Sec. 36. He shall keep a correct and thorough record of the condition of trade in the different localities at various periods, of wages paid, of the number employed and unemployed, of the apprentices turned out annually, and a correct description of parties working in conflict with the rules and usages of the United Association and Local Unions thereof, of all fines imposed on members, and why such fines were so imposed.

Sec. 37. He shall procure a roll and regularly register opposite the name the number of every member initiated by the various Local Unions.

Sec. 38. The Secretary shall make a quarterly report to each Local Union, with the assistance of a statistician, who shall be elected by each Local Union to act in conjunction with the International Secretary. He shall furnish to the Recording Secretary of each Local Union the name and personal description of expelled members and men who have worked against Local Unions, upon re-

ceipt of such names from any Local Union. He shall also render quarterly to each local a statement of the standing of each member of that local, and the individual vote of each member of the General Executive Board on all propositions submitted to them shall be published in the quarterly financial report, and further, he shall be allowed traveling and hotel expenses incurred while attending Conventions and meetings of the Executive Board. He shall—sixty days previous to each Convention—notify all Secretaries of Local Unions in good standing, to elect delegates to same. He shall expend not more than twenty-five dollars at any time without having first submitted the amount to the Executive Board for their sanction. He shall deposit all money over the sum of \$250, in the name of the United Association, in such bank as may be designated by the Executive Board, and shall be placed under a bond of fifteen thousand dollars, with a responsible surety company, and when the Executive Board, in their judgment, deem it necessary, they will increase the same, the same to be approved by the Executive Board and the cost to be paid by the United Association.

Sec. 39. He shall be empowered to employ such help as is absolutely necessary, with the sanction of the Executive Board, and shall not absent himself from the general office, except as herein provided.

Sec. 40. He shall, in conjunction with the President, render decisions and endeavor to adjust matters of dispute, but all such decisions shall be subject to appeal to the President or Executive Board.

Sec. 41. He shall also furnish an annual report of the affairs of his office, including an itemized account of receipts and expenses, in printed form, and any other matter that may be deemed of sufficient importance.

For the performance of which he shall receive the sum of eighteen hundred dollars per annum, and shall be given the privilege of a vacation of two weeks each year his being in the general office, same to be of one duration or at intervals, and at such time the General Secretary-Treasurer shall notify the General President, and he shall take charge of the General Office.

Sec. 42. The Auxiliary Secretary-Treasurer will be furnished by the General Secretary-Treasurer, at least once a month, with all information pertaining to his office, so that in case of a vacancy in the office of Secretary-Treasurer he shall be acquainted with the routine of business pertaining to that office, and shall succeed to that office with full power, but while serving as Auxiliary Secretary-Treasurer he shall not be entitled to any salary or emolument.

Sec. 43. The Executive Board shall consist of the twelve Vice-Presidents, as follows, six of whom shall be Plumbers, four Steam Fitters, one Gas Fitter and one Sprinkler Fitter, and they shall be selected as follows from the five districts following:

Three from the Northern District—Iowa, Illinois, Wisconsin, Canada, Michigan, Minnesota, Alaska, two of whom shall be Canadian members.

Three from the Eastern District—New York, New Jersey, Massachusetts, Connecticut, Vermont, Maine, New Hampshire, Delaware and Rhode Island.

Two from the Southern District—North Carolina, Virginia, West Virginia, South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, Texas, Maryland, Cuba and the District of Columbia.

Two from the Western District—North Dakota, Wyoming, Montana, Colorado, Idaho, New Mexico, Washington, Oregon, California, Nevada, Utah, Oklahoma, Indian Territory.

Two from the Central District—Indiana, Ohio, Nebraska, Kansas, Pennsylvania, Tennessee, Arkansas, Kentucky and Missouri.

But the Sixth, Seventh, Eighth, Ninth and Tenth Vice-Presidents, respectively, shall be chosen from the same division of the country as the First, Second, Third, Fourth and Fifth Vice-Presidents.

Sec. 44. The Executive Board shall have full discretionary power over all things connected with the Association between conventions, except decisions made at conventions, and they shall furnish each convention with a detailed report of all proceedings of said board, and shall not be allowed to audit the accounts of the General Office.

A decision made by a convention of the United Association shall not be changed between conventions except by referendum vote.

Sec. 45. The Executive Board shall meet at the close of each Convention to organize and take up all propositions referred to them by the Convention and shall be empowered to meet any time during the interval between Conventions that a majority of the Board deems necessary for the welfare of the United Association, at such place as it deems most economical, and all necessary expense for such meetings shall be paid by the Secretary. The Executive Board shall carefully examine and pass upon all appeals for aid and assessments, and, if approved, shall direct the Secretary to issue the same to the Local Unions of this Association. All moneys to be received and disbursed by direction of the Board, and an account of receipts and expenditures to be kept by the Secretary. The Executive Board shall regulate all seals or protective designs that may be adopted, and shall hereafter, upon application, prepare suitable protective designs to be distributed to members of the Association, in such form

as will be of service in protecting the products of the labor of the members of the Association, and shall prescribe such rules and regulations as it may deem necessary for the use of the same.

Sec. 46. No funeral expenses of officers shall be paid without the consent of the locals of the U. A., except where an officer or representative of the United Association has been called from his home in the interests of the U. A., and is taken sick or dies; then the General Officers are empowered and hereby instructed to take charge of the arrangements and pay all necessary expenses to place the said officer or representative in his home.

#### REMOVAL OF EX-BOARD MEMBERS FOR FAILURE TO VOTE.

Sec. 47. When the Executive Board does not act on matters referred to them in one week's time after notification, the President and Secretary shall take such action as they see fit for the best interest of the United Association, with a view of removing said member of the Board, provided, however, that the neglect has not been caused by sickness or other just cause.

#### APPEALS.

Sec. 48. Appeals against the action of Locals in fining or expelling members, or where protests are entered against any provision of the Constitution, that the first case of each of these shall be referred to the General Executive Board and a decision asked that will establish a precedent to be followed in future cases of a parallel nature, which shall henceforth be referred to the President for his decision; and should an appeal be taken from the President's decision the entire matter and testimony, together with the President's ruling, shall be referred to the Executive Board for their approval or disapproval.

Sec. 49. In case of an appeal from the decision of the President, the entire matter shall be referred to the Executive Board, and their decision shall be final. But such final action must and shall be rendered to the President and Secretary-Treasurer.

#### ORGANIZERS.

Sec. 50. The entire U. A. jurisdiction shall be divided into six or more districts by the General Executive Board, who shall assign an organizer to each district. The General Organizers of this Association shall be under the supervision of the Executive Board, assisted by the General President and General Secretary-Treasurer, in which councils they shall have a voice, but no vote. They shall, when not otherwise engaged, prepare an itinerary of Local Unions situated in their district, so as to avoid unnecessary travels, including therein such unorganized towns whose importance would warrant the institution of a Local Union. They shall submit the same to the Executive Board; if approved, they shall proceed at once upon their duties, and before the expiration of their duties they shall have submitted and again approved their next itinerary.

Sec. 51. Previous to their arrival they shall have notified Secretaries of Local Unions of their coming, and instruct the Secretary to call a meeting (special or regular, as the case may be), and instructions shall there be given as to the nature of the services required. But in no case shall the Organizers devote any time, assistance or attention to the individual interest or prospective benefit of any member.

#### ORGANIZERS' REPORTS.

Sec. 52. They shall furnish monthly to the Executive Board a detailed report of the business transacted and shall make such recommendations

as in their judgment may be required for the welfare of the United Association and Local Unions.

Sec. 53. All regular organizers or members of the Executive Board, in the discharge of their duties, shall not be allowed more than \$10.00 per week for incidental expenses; also, that hotel expenses be limited to \$3.00 per day, and no other miscellaneous expenses be allowed, except upon itemized bills receipted and paid.

Members acting as Organizers of the United Association shall make a report of their expenses upon blank forms furnished by the Secretary, in accordance to the following form:

United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada.

I hereby submit my report for the week commencing ....., and ending ..... 190..

My expenses were as follows:

Railroad fare from ..... to .....  
\$. .... Hotel expenses for .....  
days, \$. .... I have sent the following telegrams to ..... My other expenses, with itemized bills enclosed, were as follows:

Total, \$. ....

During this week I have visited Locals .....  
..... Condition of Financial Secretary's and Treasurer's books in Locals visited .....

I have organized Locals .....

Remarks: .....

Respectfully submitted,

.....

Sec. 54. Should an emergency arise, by the direction of the Executive Board, the Organizers shall cancel dates previously made and proceed at once as directed. And they shall receive for their services the sum of eighteen hundred dollars



annually, together with railroad fare by the cheapest and shortest routes, and such other actual expenses as have been itemized, receipted for and paid. The same to be submitted and approved by the Board.

Sec. 55. They shall furnish a Convention report to the Secretary-Treasurer in due time to have the same printed and published with other Officers' reports as per Section 19.

#### A. F. OF L. ORGANIZERS.

Sec. 56. Five dollars (\$5.00) shall be allowed to every organizer of the A. F. of L. who shall organize a Local Union of the U. A. After the Local has become imbued with the principles of unionism, and they have been instructed in their duty, the Secretary of the U. A. shall forward to the President of the new Local the secret work of the Association.

Sec. 57. State and Interstate Presidents shall be known also as State Organizers, and they have power to communicate with the various localities of the state or states not organized, with a view of becoming affiliated with the United Association. They shall, when, in their opinion, the correspondence so warrants, notify the nearest Local in the state as to the locality under consideration that it is their duty to appoint a committee who shall act in conjunction with the State or Interstate Presidents and endeavor to organize the locality in question. If a President of a State or Interstate Association, through disability or otherwise, be unable to visit a locality, it shall be his duty to designate someone of the State or Interstate Association to act in his place. The expense of the State Organizer shall be paid by the State or Interstate Associations.

Sec. 58. Each Organizer shall have a Commission, signed by the President and Secretary, and no member, except an officer of the United Asso-

ciation, can act as Organizer without said commission. All commissions shall expire on the first of October, or sooner if so desired by the President.

Sec. 59. The Secretary shall prescribe such rules, subject to the approval of the Executive Board, for the guidance and instruction of Organizers, as from time to time shall be deemed necessary.

Sec. 60. The International Secretary shall forward all supplies for new Locals to the official Organizer for that section, who shall deliver the same to the Local when organizing the same.

Sec. 61. For any neglect of duty, by the direction of the Executive Board, the commission of an Organizer may be canceled, and said Organizer dealt with according to the enormity of the offense.

#### APPLICATION FOR ORGANIZER'S SERVICE.

Sec. 62. When Locals desire the services of the Organizer they must give full information for the consideration of the Executive Board.

#### IMPEACHMENT.

Sec. 63. The officer or officers of the United Association who violates the Constitution of the United Association, or who are negligent in their duties as officers of the United Association, can, upon motion of any Local Union, if seconded by 20 per cent of the membership of the United Association, be impeached, and after having had an impartial trial by the Executive Board and found guilty by that body, be removed from their respective office. The officer or officers impeached, or the unions who preferred the charges, when not satisfied with the result of the trial, can appeal to the general vote of the members; the decision of the members on the general vote to be final.

#### SUSPENSION OF MEMBERS.

Sec. 64. Any member owing over the amount of three months' dues shall stand suspended from all benefits and privileges of his Local, and shall not be entitled to any benefits until three months after his reinstatement.

Sec. 65. Whenever a member stands suspended for having owed over an amount equal to three months' dues, in accordance with the preceding section, he shall pay all amounts due before he is placed in good standing, together with \$1 reinstatement fee; receive a reinstatement stamp from the Financial Secretary, to show that his dues have been paid to date, and that the reinstatement has been paid for.

National and local assessments and fines are payable before dues.

#### EXPULSION OF MEMBERS.

Sec. 66. Any member in arrears for dues or assessments for a period of one year or more shall stand expelled, and must pay a year's back dues and all monies that he legally owes to the expelling Local and a new initiation fee to the Local in which he desires to be initiated.

Sec. 67. Whenever a member is reinstated after having been expelled, and after having paid one year's back dues to the Local that expelled him, the expelling Local, on receipt of the one year's back dues, shall cancel 52 weekly due stamps and return them to the Local that made the collection, as a receipt for the amount collected, the same to be kept on file and pasted on the original letter for future reference.

Sec. 68. When a member commits any act for which he is expelled by a Local, all facts and evidence in the case shall be sent by the Local to the general office for record.

Sec. 69. An expelled member shall have the

right to appeal from the action of the Local when expelled for any cause, except for non-payment of dues, provided such appeal is filed within thirty days from notice of expulsion.

Sec. 70. An expelled member, except such member as was expelled for non-payment of dues, cannot be reinstated by any Local Union without the consent of the Executive Board.

#### ASSESSMENTS—WHEN COLLECTED.

Sec. 71. When assessments are levied by the General Executive Board on the general membership Local Unions shall collect and forward the entire amount to the General Office within the date specified; for failure to collect same, they shall stand suspended after due notification by the General Secretary-Treasurer until the same have been collected and properly reported upon.

#### DUES.

Sec. 72. The dues of each Local Union shall not be less than thirty cents per week, and the dues to the National Office shall date from the time the initiation fee is sent to the General Office.

#### INITIATION FEE.

Sec. 73. The initiation fee shall not be less than ten (\$10) dollars in any Local Union of the United Association that has been in existence six (6) months or more, but the Executive Board is empowered to grant a dispensation for a period not to exceed three months to any Local giving good reasons, but said dispensation shall be given to any Local but once in two years.

Sec. 74. Local Unions collecting part payment for initiation, and applicant fails to be heard from within three weeks, the Local may declare the amount applicant has paid forfeited.

Sec. 75. Locals are empowered to charge dues to a member of another Local as soon as he ac-

cepts employment in their locality, and the account of such member shall close with the Local to which he is attached as soon as the Local under whose jurisdiction he is working has sent advertisement of the arrival and employment of the member in their locality.

When any local union issues clearance card to a member and collects dues ahead of date of payment, it must remit 60 per cent of the amount collected to the Local accepting card as soon as application for it is made. This percentage to begin upon date of acceptance of card.

The only exception is defined in the following Section :

Sec. 76. Where a Local Union is on strike, its members shall be allowed to seek work in other Locals' jurisdiction, but such striking Local shall not issue to such members a clearance card, as the above-mentioned members shall be considered members of such Local until the strike is ended, and must pay all dues and assessments to such Local until he is entitled to a clearance card. The Secretary of Locals on strike shall cause to be issued to such members as desire to seek employment elsewhere a card termed a strike or lockout card, same to be taken up by the Local he desires to locate in. and whose Secretary shall immediately notify the Local on strike as to when and how long he has worked, and on leaving that Local he shall be issued another by that Local, and so on.

Sec. 77. No paper, document or communication issued by Local Unions will be considered valid unless it bears the official seal of said Local Unions.

#### DUE BOOKS—STAMPS.

Sec. 78. Whenever a member has joined the United Association he shall procure from the General Secretary-Treasurer, through the agency of

the Local he has joined, a due book for the receipt, of his initiation and weekly stamps; it shall be properly numbered and bear the name of the member and designate the branch of the trade to which he belongs.

Sec. 79. As soon as the member has paid his dues he shall receive from the Financial Secretary one stamp for each week's dues he has paid, and the stamp or stamps thus received must be properly canceled by the Financial Secretary and pasted in his due book, and the weekly due stamps shall be of different color at the issue of new due books.

#### CARDS.

Sec. 80. There shall be a clearance card to be known as "conditional clearance card," to be issued by Local Unions to members desiring to clear from one Local to another. Card to specify amounts of dues, fine, assessment, money loan by Local the brother desires to clear from.

Sec. 81. Clearance cards will be issued only to first-class journeymen of the respective crafts. Any member holding a clear card of the United Association and depositing the same with the sister Local upon the presenting of his card shall not be subject to examination by that Local unless the Local has just proof that the same was secured through misrepresentation, illegally or otherwise. This shall not debar Steam or Sprinkler Fitters' Helpers from transfer privileges by clearances.

Sec. 82. Any member who alters a clearance card as issued by a Local Union shall be subject to a fine of not less than twenty-five dollars.

Sec. 83. When a member enters a locality where there is a Local of the United Association, and has no due book, conditional clearance card or clearance card, he shall be required to deposit the sum of ten (\$10) dollars as a guaranty of good faith.

Sec. 84. It shall then become the duty of the Secretary of the Local where the deposit is made to inquire into his standing. If the member is found to be in good standing, so much of the money deposited as shall not be required to keep him clear on the books of the Local to which he is attached shall be returned to him, but not until after his clearance card has been received.

#### RULINGS.

Sec. 85. Members carrying clearance cards shall pay all their arrearages from date of card to the date the same has been deposited with the Local to which he wishes to become attached.

Sec. 86. Members holding clearance cards in arrears shall be governed according to Sections 64, 65, 66 and 67.

Sec. 87. Members holding clearance cards while in unorganized cities or when out of the jurisdiction of any United Association Local may retain their good standing by paying their dues to the International Office and receiving stamps for same at the constitutional rate.

Sec. 88. Members holding clearance or withdrawal cards who wish to deposit the same must have been members of the United Association for at least six (6) months, or be required to pay the increased difference in initiation fees of the Local to which he was previously attached and the one to which he applies for admission. This shall also include reinitiated members.

Sec. 89. When a member of the United Association enters a locality and fails to notify the Local of his arrival, said Local shall notify the International Secretary-Treasurer of the facts and matter. The Secretary-Treasurer shall then notify said member to properly connect himself with the Local.

Sec. 90. When a Local is notified not to take a man into the Organization, and after being noti-



fied takes the man in the Local, they shall be fined fifty dollars, and the Local that makes the complaint is allowed to refuse to accept the clearance card of such man.

#### WITHDRAWAL CARDS.

Sec. 91. Any member of the United Association who starts in business for himself shall be granted a withdrawal card upon approval of the Local Union and General Secretary-Treasurer, but Local Unions shall refuse to issue withdrawal cards to alleged stockholders and refuse to allow our members to work in said shops.

Sec. 92. Withdrawn members holding honorable withdrawal cards who have not committed any act detrimental to our Organization, or any violation of the Constitution, may be reinstated within one year if they do apply, upon the payment of a reinstatement fee of five dollars (5.00).

They must secure a reinstatement stamp and have book issued to them bearing their old or last card number, or said withdrawal card can be renewed before the expiration of a year from date of issuance by payment of two dollars. Should such withdrawn member present his withdrawal card or ask for reinstatement after he has been out of the Organization for one year or more, he shall be reinitiated upon the payment of the initiation fee required by the Local in which he deposits his card, and must receive regular initiation stamp, provided he has not committed any act detrimental to our Organization, as heretofore provided for in this Section.

Sec. 93. When withdrawal or clearance cards are issued it must specify whether Plumber, Gas Fitter, Steam Fitter or Helper, Sprinkler Fitter or Helper, etc.

#### COLLECTIONS.

Sec. 94. Local Unions collecting money, as dues, assessments, fines, etc., from any member indebted to a Sister Local shall collect 10 per cent

In addition. The same to be held by the Local Union making such collection as a collection fee.

Sec. 95. Whenever it can be shown that any Local Union has made no attempt to collect dues, assessments, fines, etc., imposed by sister Locals, then such Locals refusing shall be fined \$5 for the first offense, \$10 for the second, and in the third case shall stand suspended from the United Association, and all money derived from this source shall be entered on the general income account of the United Association.

#### ISOLATED MEMBERS.

Sec. 96. Whenever a Local Association, from any cause, lapses or surrenders its charter, leaving members in good standing who wish to retain their membership in the Association, and no other Local Association exists near them, the Recording Secretary shall, before surrendering the seal and property of the Local, make a careful list of such members, giving the names, date of membership and full postoffice address of each member and a certificate signed by the President and Financial Secretary, attested, and by the seal of the Local Association, certifying to their good standing, and forward the same, with the notice and date of lapsing of the Association, to the Secretary, together with the necessary amount to pay for three months' dues in advance.

Sec. 97. Upon receipt of any such list, with the money, the Secretary shall immediately fill out a clearance card and forward the same, together with the receipt for the money, to each member.

Sec. 98. Members holding clearance cards so issued shall immediately notify the Secretary of any change of address, and at the expiration of each month from the date of their card, shall forward to the Secretary the necessary amount to always pay one month's dues in advance, together with their clearance cards, for renewal. They shall be

entitled to receive the changes in the passwords as long as they maintain their good standing; such members shall be required to pay any general assessment that may be levied.

#### SECRECY.

Sec. 99. Any Local Union working in any locality where the members would be liable to be victimized in case their connection with the United Association was known, must work secretly until such time as their strength will justify them in working openly, but they shall not work openly before they shall have asked and obtained the sanction of the Executive Board of the United Association, and even then no member shall reveal the name or person of any member without permission of the member.

#### CHARTERS.

Sec. 100. Local Unions desiring to become attached to the United Association shall first make application to the Secretary, who shall submit said application to the nearest Local for approval. In case of approval by Local Union the Secretary-Treasurer shall grant said Charter and furnish the necessary supplies without reference to the Executive Board. Local Unions shall be required to make returns within ten days on all applications for Charter.

Sec. 101. No Local Union will be granted a Charter from the United Association unless said Local Union contains at least six members in good standing.

Sec. 102. All Local Unions applying for admission to the United Association shall be required to pay the sum of \$1.00 for every member as an admission fee to the United Association.

Sec. 103. When an application is made for a Charter, those making the application shall state for which branch of the craft it is wanted, and

It shall be so stated on the face of the Charter, and if for two or more branches, it shall so state.

Sec. 104. The persons making application for a Charter for Steam Fitters' Helpers or Sprinkler Fitters' Helpers shall first have the sanction of the Steam Fitters' Local Unions in their city, and they will be under the jurisdiction of said Steam Fitters' or Sprinkler Fitters' Local Union. They shall submit all rules and laws concerning work to the Steam Fitters' Local Union of their city for approval before adoption. They will not receive the support of the Steam Fitters or Sprinkler Fitters of their city for any demands for hours or wages unless they have the approval of the Steam Fitters or Sprinkler Fitters previous to making such demands.

Sec. 105. The Secretary of the United Association shall send the names of the members of all new Local Unions who apply for a Charter from the United Association to the nearest Local for approval. Any man who shall deliberately use a fictitious name for the purpose of joining any Local Union of the United Association, it shall be deemed sufficient ground for his immediate expulsion.

#### STATE ASSOCIATION, BOARDS, ETC.

Sec. 106. State or Interstate Associations shall meet in Convention annually, provided, that upon the request of three Locals, stating the business desired to be considered, the President shall, with the approval of the majority of all the Locals in such State or District, call a special meeting, provided that at least thirty days' notice of such special meeting shall be given to all the Locals in such State or District, and, provided, further, that no business shall be considered at such special meeting that is not specified in the call; such call, together with a statement of the business to be considered, if deemed advisable, to be published in the Official Journal.

Sec. 107. The Local Unions in each State may elect a State Board, to whom shall be referred all matters in dispute in their respective States, which may be found impossible of settlement by the Local Unions. In case of failure of settlement by the State Board, the case shall be referred to the Executive Board of the United Association.

Sec. 108. State and Interstate Associations may have special seals for their Secretaries and such stationery as they may require for the proper conduction of their office. They shall also have the power to create by special per capita such funds as in their judgment seem wise; such funds to be used for the protection and promotion of the trade in their respective jurisdiction.

Sec. 109. Each State and Interstate Association shall be entitled to one delegate to the International Convention, said Association to pay expenses of delegate; they can also appoint an Organizer for the State at the expense of the State Association.

#### COMMITTEE ON LAWS.

Sec. 110. As soon as practicable, after the election of delegates to the United Association Convention by Local Unions, and at least twenty days before the meeting of the Convention, the President shall appoint a Committee on Laws, to be composed of five delegates-elect. To this Committee the Executive Board shall submit such information, data and propositions as shall be deemed necessary to amend and improve the Constitution, By-Laws and General Laws. It shall be competent for any Local Union or member in good standing of any Local Union to submit such information, data or proposition as they may deem proper per Section 20.

Sec. 111. The Committee shall meet at the city or town where the United Association is to convene, at least three days before the beginning of the sessions, and shall proceed assiduously to con-

sider all such information, data and propositions. It shall submit a report in full of all propositions favorably acted upon, and the substance of all propositions adversely acted upon to the Convention. All amendments submitted during the sessions shall be referred without debate. It shall have leave to sit during the sessions, and shall have the right to report at any time during the Convention.

Sec. 112. The credentials of the above Committee shall be passed upon by the Executive Board.

#### JOURNAL.

Sec. 113. The Secretary-Treasurer shall cause to be issued from his office a Monthly Journal, in magazine form. Said Journal to be edited and managed by him, under direction of the Executive Board.

Sec. 114. Each Local Union shall elect a correspondent to the Official Journal, whose duty it shall be to correspond regularly once a month with the Secretary-Treasurer on such matters as are submitted to him by members of their Local, and such other matters as he may deem of interest to the general membership.

Sec. 115. All matter that goes before the Executive Board for their action, together with their votes and such other matter that is of importance to the different affiliated Unions, shall be published in our Official Journal if permissible.

Sec. 116. All necessary improvements and extensions to be controlled by the General Secretary-Treasurer and Executive Board.

#### HELPERS AND APPRENTICES.

Sec. 117. It is the opinion of the United Association that Local Unions throughout our jurisdiction should use their best efforts and endeavors to abolish all Helpers and Apprentices, so far as possible, until such time as Local Unions are oth-

erwise advised by a Convention or by referendum vote. Whenever necessary Local Unions may allow each shop to be entitled to one apprentice and one additional apprentice for every five (5) men steadily employed up to twenty (20), but in no case shall any shop employ more than four (4) apprentices. Each apprentice shall be registered by joint committee and must serve apprenticeship of five (5) years. It is expressly understood that in localities where provisions have already been made to restrict the production of the apprentice less than herein provided, they are not to be subjected to this rule.

#### HOURS OF LABOR.

Sec. 118. Eight hours shall constitute a day's work for members of the United Association, and no financial aid will be rendered to any local going on strike for more wages, whose hours of labor are more than eight on building work.

Sec. 119. Inasmuch as our business throughout the country is insufficient to furnish employment to more than fifty or seventy-five per cent of the journeymen, and recognizing the fact that by reducing the hours of labor it will have a tendency to keep more men employed, it is hereby resolved that the United Association establish an International Half Holiday for Saturday and that the sense of this resolution be adopted where practicable.

#### FINES.

Sec. 120. No Local Union of the United Association shall impose a fine of more than \$25 upon any member of the United Association. Any Local making application for a fine for more than \$25 against any member shall furnish the Secretary-Treasurer with the last known address of said member, and if said member is a member of a sister Local making application for fine, shall also give number of Local to which said member is

attached. The Secretary-Treasurer shall notify the member at address given of said application for fine, and if said member is affiliated with another Local, said Local shall also be notified, and the Executive Board shall not approve of any fine until said member shall have had time to submit his side of the case.

Sec. 121. It shall be the duty of Secretaries of Local Unions whenever a brother has been fined any amount over \$25, the same having been approved by our General Executive Board, to forward to the general office the name, card number and a full description of the brother, also amount of fine, and the General Secretary-Treasurer shall then have circulars of same printed and forward each Local Union a copy of same, to be kept on file for reference, for their own protection.

Sec. 122. No member of the United Association shall be permitted to work on any job where non-union Sprinkler Fitters or Helpers are employed, under a penalty of a fine to be determined by the General Executive Board, in accordance with the offense committed.

#### DONATIONS.

Sec. 123. No member of a Local Union shall be allowed to vote on a proposition to denote any money unless they have been a member of the Local for six months previous. This pertains to local or independent money.

#### MATERIAL.

Sec. 124. Realizing that at the present time the work of our trade is being gradually taken from us by reason of certain classes of manufactured articles, it is a necessity that we should take some united steps to stop the use of such goods as we deem injurious to our trade, namely, drum traps with outlets and screws attached, lead bends with ferrules attached, bends with nipples attached, lead pipe with ferrules and nipples attached, lead pipe couplers known as the Star coupler, non-syphon traps, trap screws with slip joints on vent couplings. And we further recommend that all members advocate the use of iron sewerage exclusively in the construction of all buildings in their respective localities, believing it will benefit the health of the community and create a demand for more skilled labor.



## BICYCLE.

Sec. 125. The use of the bicycle shall be discontinued by the members of the United Association during working hours, and Locals of the United Association shall be and are hereby empowered to locally legislate against the further use of the same.

## WAGES.

Sec. 126. Each Local Union shall have a fixed scale of wages by which the different classes of workmen may be governed, and there shall not be more than two rates of wages.

## JURISDICTION OF WORK.

Sec. 127. The jurisdiction of the U. A. embraces all kinds and classes of pipe fitting, and the separation of the special branches of our craft is left to the wisdom and judgment of the members of our craft in their vicinities, to be decided by a board composed of members, two to be selected from each local branch of the trade which may be in actual dispute, or who may lay claim to any particular class of work.

In case the local committee of the special branches involved cannot agree, it will be the duty of the General President of the U. A. to appoint an umpire, who shall take all the evidence under advisement and render a final decision.

## FIXTURE HANGERS.

Sec. 128. In cities or towns where there is a Gas Fitters' Local Union of the U. A., Fixture Fitters and Hangers shall affiliate with the said Local Union, but where there is no Gas Fitters' Local Union they may be granted a separate charter, if the nearest Local consents to same, with approval of the Executive Board.

Sec. 129. Where no U. A. Locals exist of special branches, U. A. Local Unions shall have full right of control and jurisdiction over all piping within buildings.

## STEAM FITTERS' HELPERS.

Sec. 130. That in cities where a Local Union of Steam Fitters or Steam Fitters' Helpers exists, Steam Fitters going on out of town work shall work with no helpers except those who belong to the United Association.

#### MARBLE SETTING.

Sec. 131. The matter of the amount of marble setting to be claimed by plumbers shall be left to local discretion.

#### MACHINISTS OR ENGINEERS NOT TO DO PIPE WORK.

Sec. 132. It is the sense of this Association that no machinist or engineer be permitted to do any pipe fitting pertaining to plumbing, steam, gas or sprinkler fitting.

#### NATIONAL GUARDS.

Sec. 133. No member of the U. A. shall enlist in any military organization on and after January 1, 1903, under penalty of expulsion.

#### TRAVELING MEMBERS TO REPORT TO LOCAL OFFICERS.

Sec. 134. Any member of the United Association accepting employment under the jurisdiction of Sister Locals before reporting to the proper officer of such Local Union, informing him of his intentions of accepting employment under the jurisdiction of said Union, shall be fined a sum not to exceed \$5.00.

#### MISCELLANEOUS.

Sec. 135. In all Local Unions organized separately or combined, members of any one branch of the trade are prohibited from working at that of another, providing that a member or members of such other branch can be secured within the jurisdiction of the Local in the vicinity, and all Local Unions shall prohibit any mechanics aside from these infringing on our trade.

Sec. 136. No member of the United Association shall be permitted to furnish a gasoline or oil furnace or any pipe cutting or threading tools, or wrenches to work pipe over two inches in diameter.

Sec. 137. Should any Local Union be unable to enforce these laws, their failure to do so shall be made known to the Executive Board, and if the reasons set forth are sufficient, the Executive Board are hereby empowered to grant a dispensation in such case.

#### HELPERS.

Sec. 138. Steam or Sprinkler Fitters' Helpers applying for membership in a Steam or Sprinkler Fitters' Local shall pass a satisfactory examination as Steam or Sprinkler Fitter before they can become eligible to membership.

#### SANITARY COMMITTEE.

Sec. 139. It shall be the duty of all Locals attached to the United Association to appoint special committees of three, to be known as Sanitary Committees, whose duty it shall be to investigate the various systems of work done by the respective crafts in the localities. It shall also be the duty of said Committee to try, by all possible means, to elevate the standard of work done and report, from time to time, to the International Secretary such progress as may have been made toward perfect sanitation, which reports shall be published in the Journal, for the information and guidance of Locals.

#### SUB-CONTRACTING—"LUMPING."

Sec. 140. No member of the United Association will be allowed to do sub-contracting or lumping from a Master Plumber or Fitter, nor work for any person who has taken such contract.

#### OUT OF WORK BENEFIT—IN EFFECT JULY 1, 1909.

Sec. 141. Any member having paid at least 10 weeks' dues and who is not under any of the restrictions specified in the laws of the U. A., shall in the event of not having employment, be entitled to out-of-work due stamps subject to the following conditions: All applications for out-of-work dues must be made on blanks provided for that purpose, and delivered to the Secretary to be read at the meeting of the local union for approval.

Members shall report the loss of employment at the next regular meeting following and at each regular meeting thereafter, and the out-of-work due stamps shall be forfeited for each week so reported. No member shall be entitled to more than 13 out-of-work due stamps in 12 months, whether issued continuously or periodically.

Out-of-work benefit shall begin with the Monday of the week following the loss of employment (or following the report to the Local Union).

Sec. 142. No out-of-work stamps will be allowed to any member whose loss of employment is due to intemperance, dishonesty, or to any act or conduct not sanctioned by his Local Union.

Sec. 143. Any member whose application for out-of-work stamps has been approved shall, if he accepts employment for one or more days, forfeit his out-of-work due stamps for that week.

Penalty—Any Local Union found guilty of violating the intent of this benefit shall be suspended.

#### LABEL.

Sec. 144. Locals are empowered to secure red paper seal stickers and attach to material and bids, with seal of the order.

#### DEATH BENEFITS.

Sec. 145. On proof of death of any member who shall have been six months continuously in good standing a benefit of One Hundred Dollars (\$100) shall be paid to their legal heirs or representatives, and should none exist at demise of said member the benefit, shall be expended as the Local Union may direct.

Sec. 146. When becoming a member of the U. A. each member shall designate the person to whom the aforesaid beneficiary money shall be paid and upon blanks furnished by Secretary-Treasurer to Local Unions. But in case any member shall fail to so designate, by will or otherwise, to whom said sum shall be paid, the sum above mentioned shall be paid to the heirs at law.

Sec. 147. No death benefits shall be granted to any member, when the performance of military duties is the cause of death.

Sec. 148. The General Secretary-Treasurer shall publish the names, age and cause of death of the members who died, and on whose account the death benefit has been paid, together with the amount paid.

Sec. 149. Upon the death of any member entitled to death benefit, the Secretary of the Local Union shall at once notify the General Secretary-Treasurer, giving a full record of the membership of such member, as far as can be obtained from the books of such Local Union. The General Secretary-Treasurer shall compare such record with the records of the International office, and notify the Local Union of his findings and shall pay \$100.00 death benefit to the legal heirs or representatives in accordance with the Constitution.

## SICK BENEFITS.

Sec. 150. Every member who shall have been for not less than one year continuously a contributing member of the United Association, and who is not under any of the restrictions specified in these laws, shall be entitled, should such member become sick or disabled in such manner as to render such member unable to attend to his usual avocation, to a sum of \$5 per week out of the funds of the United Association; provided, such sickness or inability shall have been for at least two weeks', or fourteen days', duration, and one week's benefit to be payable at the expiration of fourteen days after the proper officer has been notified of such sickness, and that seven days constitute a week, regardless of the day of the week the notification is received; but no benefit shall be paid for the first week or fractional part of any week, and shall not have been caused by intemperance, debauchery or other immoral conduct; and no member shall be entitled to any sick benefit for a longer period than thirteen weeks in any twelve months, whether it has been continuous or periodical; but no member leaving the "jurisdiction of the U. A." shall be entitled to any benefit during his absence. Uniform cards for receipts for sick benefit shall be issued free to Local Unions by the General Secretary-Treasurer. Specimen card:

### SICK (OR RELIEF) CERTIFICATE.

Sec. 151. Sick (or relief) certificate; date when members reported; name and address of committee; cause and nature of illness. I, the undersigned, a regular registered practicing physician of ....., do hereby certify upon my honor and reputation as a practicing physician, that the within named ..... is physically incapacitated from his usual occupation. Signature. N. B.—If a physician cannot conscientiously sign the above, state reason.

Name .....

Address .....

The undersigned has received from Union No. ....

the sum of ..... 100 dollars. Order No. ....

Sick benefit for week beginning .....

ending ..... This being

the ..... week of benefit.

Signature .....

After the expiration of the week, when the above is properly signed, it shall be presented to the Secretary, when, if the member is still sick, another certificate shall be issued.

Note.—A physician's signature must be required on all applications for sick benefits.

Sec. 152. The sickness or inability shall date from the time the member reports the same to an officer of the Union; the officer to be reported to shall be designated by Local Unions.

Sec. 153. Local Unions shall have the right to arrange the visiting committees to visit the sick members as may best suit their respective localities; but in no instance shall they consist of less than three officers or members, nor to be visited by said committee less than once in each week; no two members of the committee to visit the member at the same time. Members must furnish the Financial Secretary with their correct address, and of all changes of the same immediately; and for the failure to perform the duties as visiting committee, or failing to furnish their address, they shall be fined fifty cents.

Sec. 154. Should the sick member be in good standing in the Union, the Executive Boards of Local Unions (to whom the visiting committees shall make their weekly reports) shall draw on the treasurer of the Union for the regular weekly allowance, and report their doings in writing at the next regular meeting of the Union. If any doubt be entertained as to the sickness or inability of any member claiming benefits, the Executive Board of Local Unions shall have power, if deemed necessary, to take the opinion of a physician, who may be appointed by the Local Union. But physician's certificate shall not be accepted unless ordered by the Local Union or visiting committee. The Executive Board of the Local Union (to whom the visiting committee shall make their weekly reports) shall draw on the treasurer of the Local Union for the regular weekly allowance, and report their doings in writing at the next regular meeting of the Local Union.

#### SICK STAMPS.

Sec. 155. The Secretary-Treasurer shall issue sick benefit stamps. Said stamps shall be pasted on the back of the page of the member's due book and directly back of the week for which he has

received said benefit. Then the financial secretary or sick committee shall punch the page through the stamp with a cancelling punch, such as is used by the Local Union for local purposes. It shall also be understood that it is the duty of the committee or person who pays sick benefits to a member to see that the stamp is issued and properly pasted and cancelled.

Sec. 156. If the visiting committee is refused admittance to the house, or not permitted to visit the sick member, it shall not be obligatory on the Union to pay the member the weekly allowance until the restriction shall have been removed. The visiting committee shall be excused from visiting members having contagious disease.

Sec. 157. Any member of the United Association taken sick while traveling shall be entitled to the benefit by depositing his clearance card with the Union under whose jurisdiction he is.

No. member of any Local Union shall be entitled to receive more than one of the weekly benefits provided by these laws at any one and the same time.

Sec. 158. No member of the United Association can be suspended during sickness, strike, or lock-out, but on going back to work he shall pay 15 per cent of his wages until all dues and assessments have been paid.

Sec. 159. Any officer or officers granting benefits otherwise than as provided for shall be fined the sum of \$5.00. No sick benefit shall be granted to any member when the performance of military duty is the cause of such sickness.

#### STRIKES AND LOCKOUTS.

Sec. 160. The United Association guarantees its moral and financial support to all its members in difficulties which may arise between them and their employers, or in the interest of the United Association, and the first week's benefit to be payable at the expiration of fourteen days, and that seven days constitute a week regardless of the day of the week the trouble starts, except as Section 118. The assistance shall be as follows: \$5 per week for sixteen weeks, after the first week, and no strike benefit shall be paid for the first week or fraction of any week, and \$3 per week until the strike or lockout shall have terminated. In case a striker secures work and is discharged within fourteen days, he shall be entitled to his further benefit; should, however, he lose his employment after



the above specified time, he shall not be entitled to any further strike benefit. No member of the United Association shall be entitled to any strike benefits unless he is a member in good standing for at least three months prior to the strike. (Note Sec. 64.) The same assistance shall accrue to such members who may, in consequence of having carried out orders for their Union, be discharged by their employer. The Local Union under whose jurisdiction such discharge of a member has taken place shall submit a verified report of the facts to the Executive Board for decision. Three signatures of officers of the Local Union shall verify each report. The benefit shall begin, if the Executive Board recognize the facts as presented, from the day of the discharge from employment of such member. The General Secretary-Treasurer shall furnish the Unions with strike, lockout and victimization application blanks.

Sec. 161. That all strike applications shall be referred to the Executive Board before calling for referendum, they, with the General Secretary-Treasurer, to look into our financial standing for maintaining such strike before referring to the various locals, should our finances be such as not to warrant such strike.

Sec. 162. When a lockout shall occur, the application to resist having been approved by the proper authorities of the United Association, the assistance shall be the same as the strike benefit, and shall commence seven days from the day that the application has been mailed.

Sec. 163. The Executive Board shall transmit their answers on application to strike, by telegraph, to the General Secretary-Treasurer, within twenty-four hours; failing to comply, they shall be fined \$1 by the General Secretary-Treasurer, payable to the United Association. Upon receipt of the answers of the Executive Board, the General Secretary-Treasurer shall immediately notify the Union involved whether the application has been approved or not.

Sec. 164. Unions making application to strike shall, if for an increase, state the wages paid and how much demanded; if against a reduction, the wages paid and how much the reduction will amount to. They shall report to the General Secretary-Treasurer the length of time organized, the number of members in the Union when the application was made, the number of members unemployed. All applications for strike or lockout shall



be read at a regular or specified meeting of the Union making application, and the Union shall report the number of members voting in the affirmative and negative on all questions of strike, and special endeavor must be made by all locals to restrict the apprentices and establish the eight hours in all locals, and our Local Unions are instructed to favor those strike applications which call for an eight-hour work day and Saturday half holiday on all building work, in preference to all other demands.

Sec. 165. Local Unions making false statements in their application shall be fined the sum of \$25, such fines to be remitted to the General Office. Applications for strike involving less than twenty-five members shall be decided by the United Association Executive Board in the same manner as applications to increase wages or resist reductions are acted upon.

Sec. 166. In case the Executive Board fails to approve of any "strike application," the Local Union can appeal, within fifteen days after decision being rendered, to a general vote of all the Unions. The appeal shall be forwarded to the General Secretary-Treasurer, who shall submit the same immediately to a vote of all Local Unions, and if approved by a majority, shall proceed as in this Constitution provided.

Sec. 167. The General Secretary-Treasurer, when submitting an application to strike to Local Unions, shall set forth in the circular the statement furnished by the Union making application for strike or lockout, state the number of men already on strike in other localities, and condition of the funds per capita.

#### VOTE ON STRIKE.

Sec. 168. The vote of Local Unions on difficulties shall be in the following proportion to their membership: One vote for each Local Union of 100 members or less, and one vote for each additional 100 or majority fraction thereof. All voting upon questions of strike, local or otherwise, shall take place by secret ballot, and all votes taken contrary to this method shall not be counted.

Sec. 169. No member of a Local Union wishing to go on strike will be allowed to vote on application to strike unless they have been members of said Local for six months previous to said application being voted upon.

Sec. 170. It shall require a two-thirds vote

the General Executive Board or Local Unions, as the case may be, to approve any strike application, except in cases where there is a tendency to abolish plumbers' helpers or apprentices.

Sec. 171. Every difficulty involving more than twenty-five members shall be referred at once by the General Secretary-Treasurer to the General Executive Board immediately for recommendation and then submitted to a vote of all Local Unions, and a sufficient number of those having voted approving the same, he shall proceed as the Constitution directs; except, for the immediate adjustment of any local trouble, any Local Union may declare a strike of not to exceed 10 per cent of its respective membership, provided the strikes are in the interest of the U. A., the expense of said strike, if any, to be borne by said Local until such time as the Executive Board shall take favorable action. No difficulty shall be considered legal unless approved by a two-thirds majority of all votes cast. Unions failing to vote within one week, commencing on the day of the circular being mailed, shall be fined three dollars, payable to the United Association within one month after being notified. They must return the vote by telegram, at the expense of the United Association, provided their location is over 600 miles away from where the office of the General Secretary-Treasurer is located. The Unions of the Pacific Coast shall be excluded from the fines herein provided.

#### SYMPATHETIC STRIKES WITHIN THE ASSOCIATION.

Sec. 172. When the approval of the Executive Board is obtained for a strike in any particular shop or job, it shall signify that the employer has become unfair throughout the entire jurisdiction of the United Association, and all members are debarred from working for such employer, either directly or indirectly, until the matter in dispute has been adjusted. Any Union allowing its members to work for such employer shall, after due notice, be suspended by the General Executive Board, and not be reinstated until this section has been complied with.

Sec. 173. The Executive Board of Local Unions shall have the right to vote on strike applications between regular meetings.

#### SECOND APPLICATION TO STRIKE.

Sec. 174. Unions whose applications to strike were not approved shall have no right to make a second application appertaining to the same case for a term of three months, dating from the re-

jection of the first. And no member or Union shall be considered on strike unless said strike shall have been approved by the proper authorities of the United Association.

#### STRIKE REPORTS.

Sec. 175. The Secretary of any Union on strike shall furnish to the General Secretary-Treasurer weekly a complete report of the strike, signed by the President and full strike committee, itemizing expenditures, and report such other facts as may be provided for in blanks furnished by the General Secretary-Treasurer; for non-compliance with this section, after due notification, further aid shall be discontinued, at the discretion of the General Secretary-Treasurer.

Sec. 176. When strike or lockout benefits are to be paid the General Secretary-Treasurer shall furnish the Treasurer of the Local a duplicate book, and that he receive all monies and pay out same, he sending the original sheet to General Office, and keep the duplicate, instead of finance committee or strike committee handling the benefits.

#### LOCKOUTS.

Sec. 177. A declaration on the part of an employer or a combination of employers to the effect that their employes must cease their connection with the Union or cease work, or any combination entered into by a number of employers for the purpose of throwing their employes out of employment without any cause or action on their part, shall be deemed a lockout. In case a lockout is reported, the General Secretary-Treasurer, in person or by proxy, shall endeavor to obtain satisfactory proof that the difficulty is a *bona fide* lockout, as defined in this section.

Sec. 178. The Executive Board shall be empowered to appoint one or two members of the United Association, with instruction to arbitrate, in conjunction with a committee of Local Union, any difficulty affecting the members. Should the terms of settlement not be agreeable to the union involved, but if approved by the arbitrators appointed, the Executive Board shall have power to submit said terms to a vote of the Local Unions, when, if approved, they shall be binding upon all the members of the United Association.

Sec. 179. In localities where a lockout is threatened by a combination of employers, the Executive Board shall be empowered, should the Local

so desire, to investigate and arbitrate with the employers for the removal of the cause that prevents an amicable adjustment.

Sec. 180. Unions out on strike shall have power to reject all traveling cards, except those of sick members, provided said strike has been approved by the United Association.

#### SUPERANNUATION BENEFIT.

Sec. 181. Twenty consecutive years' full membership and under twenty-five, \$300; twenty-five years' full membership and under thirty, \$400; thirty years' consecutive full membership and over, \$500. Any member having not less than twenty consecutive years' full membership in this Association, and not less than forty-five years of age, who is, through old age or infirmity, incapacitated from ever following his employment, shall be entitled to superannuation benefit according to scale, and to receive the superannuation benefit two surgeons' certificates must be produced to the effect that old age or infirmity has totally incapacitated such member from following his employment, one of the surgeons to be named by the Local Union, and the Local Unions to pay for same; and if the Executive Board is dissatisfied with the certificates, they may cause another medical examination or official investigation to take place. The General Executive Board shall decide as to the justness of each claim; such decision shall be subject to appeal at the next convention of the United Association or referendum vote.

Sec. 182. In cases of mental derangement, or in the event of a member's death intervening after the Executive Board has decided the claim in his favor and before the payment of the benefit, or other exceptional cases, this benefit (after approval by the Executive Board) shall be paid to the member's wife, parents, or children, if supporting or having been supporting the said member. But in no case shall the aforesaid benefit be paid to any institution, asylum, parish authorities, or next of kin.

Sec. 183. Any member in receipt of this benefit shall forfeit any further claims upon this Association, except death benefits, to which he shall be entitled by paying ten cents per week.

Sec. 184. Any member having received the superannuated benefit shall not be allowed to

take any part in the proceedings or action of Local Union or the Association, he not being a full-paying member.

Sec. 185. Should a member become disentitled to claim the superannuated benefit of the foregoing sections through arrears in dues, he shall have no claims to the benefits unless he has been again returned good on the books twelve months previous to the incapacitation having taken place.

Sec. 186. All members in good standing prior to January, 1903, shall be given credit for their continuous membership in the United Association, in reference to this benefit.

Sec. 187. Each Local Union shall forward to the General Office immediately after the adjournment of the regular meeting 40 per cent of all 30-cent dues, \$1 reinstatements and \$10 initiation fees and sum total of all assessments, with the original report blanks furnished by the General Office, same to be countersigned by the President and Financial Secretary of the Local Union, with seal attached. Duplicate blanks to be retained by the Local Union. The General Secretary shall pay by check all benefits immediately on receipt of proper report of same in accordance with the Constitution.

Sec. 188. Any Local Union failing to report to the General Secretary-Treasurer within fifteen days after each regular meeting night shall be notified by the General Secretary-Treasurer to do so, and, failing to comply within fifteen days from such notification, they shall stand suspended from all benefits, the same to be published in the following issue of the Journal.

#### SUPPLIES.

Sec. 189. The United Association shall furnish free of charge to all Local Unions in good standing all the necessary supplies with which to conduct their business, such as weekly due stamps, charters, seals, constitutions, application blanks, letter-heads and envelopes, clearance cards, rituals, recording and financial secretaries' books, etc., etc.

Sec. 190. The subscription of the official Journal, exclusive of members of the United Association, shall be one dollar per year, and the advertising rates shall be regulated by the Executive Board. The official Journal shall be furnished free of charge to members of the United Association.

## ANNUAL FINANCIAL REPORT.

Sec. 191. The General Secretary-Treasurer shall compile annually the monthly reports, wages paid as reported by Local Unions, and within three months after the close of the fiscal year publish in the official Journal the annual financial report.

## GENERAL FUND.

Sec. 192. Whenever the funds of the United Association shall fall below the sum of two dollars (\$2.00) per capita, the Executive Board shall levy an assessment on each member to replenish the same.

## SUSPENDED UNIONS.

Sec. 193. Any Local Union that shall suffer any of the provisions of this Constitution to be violated or neglected shall stand suspended after due notification, and shall remain so until the Constitution has been complied with and reports properly made have been approved of.

Sec. 194. Suspended Local Unions shall not receive supplies, reports or the password from the General Office until the Constitution has been complied with.

## DUTIES OF LOCAL OFFICERS.

Sec. 195. The Financial Secretary of each Local Union shall, immediately upon adjournment of each regular meeting, forward to the General Office 40 per cent of all 30-cent dues, \$1 reinstatements and \$10 initiation fees with original report blanks furnished by the General Office, with seal of Local Union attached, the same to be countersigned by the President; the duplicate blank to be retained in his possession, subject to the inspection of the Finance Committee.

Sec. 196. Within ten days after the last of each month he shall forward to the General Secretary-Treasurer the number of members at the commencement of the month, the names of new members admitted, and the names of members who have received clearance or withdrawal cards, also the names of members suspended or expelled; same to be countersigned by the President and Financial Secretary.

Sec. 197. The Financial Secretary shall issue clearance cards immediately on receipt of full amount of moneys due the local by the member. Failure to send clearance card within ten days

after receipt of same, he shall be fined not less than five dollars (\$5.00) and not more than twenty-five dollars (\$25.00) for each and every offense, and he shall not issue more than one clearance card to any one member under the same date. Upon violation of this rule he shall be fined not less than five dollars (\$5.00) for each and every offense.

REPORTS—PENALTIES FOR FAILURE TO MAKE SAME  
ON TIME.

Sec. 198. Each Local Union shall elect a Finance Committee of three, who shall be chosen for six, twelve and eighteen months respectively, always leaving two hold-overs, whose duty it shall be to examine the accounts of the Financial Secretary and Treasurer of their respective Unions at the end of every month. They shall also examine the bank books and bank accounts, and count all moneys and stamps in possession of the Financial Secretary and Treasurer, and report their findings at the first regular meeting of the Union in the following month.

Sec. 199. The Finance Committee shall have power to examine the accounts of the different officers at any time they deem it necessary to do so, and any officer or members refusing to deliver to such Finance Committee any books, papers, stamps, or any other matter necessary for such examination, or who shall in any manner harass the Finance Committee in the discharge of their duties, shall be fined not less than \$25.

Sec. 200. The Corresponding Secretary of each Local Union shall, within eight days of the last of each month, forward to the General Secretary-Treasurer a report of the state of trade, wages paid, hours of labor, system of working, cost of living, and all other general conditions of the craft in his locality; wages paid not for publication.

Sec. 201. It shall be the duty of the Corresponding Secretary of each Local Union, immediately after the election of officers, to forward to the General Secretary-Treasurer the names and addresses of the officers, upon blanks furnished by the United Association. The names and addresses of the Corresponding and Financial Secretaries to be published in the official Journal, classified by states.



#### LOCAL EXECUTIVE BOARD.

Sec. 202. Every Local Union shall elect an Executive Board of the members of their Union, i. e., one for one year, two for two years, two for three years, whose duty it shall be to meet at least once in every week, and the Executive Board shall be empowered to comply with the directions of the Executive Board of the United Association, as provided by these laws.

Sec. 203. The Executive Board of Local Unions shall, between the intervals of meeting, have full and complete charge of all business of the Union; may enforce and collect all dues and assessments, if so directed by the Executive Board of the United Association, and transact such other business as may be necessary for the welfare of the Union, including voting on strikes.

#### LOCAL EXAMINATION BOARD.

Sec. 204. Every Local Union shall elect an Examining Board for the purpose of determining the qualification of all applicants before said applicant is initiated.

#### GENERAL FUND.

Sec. 205. The funds of the United Association shall consist of 40 per cent of all ten-dollar (\$10) initiation fees, 30-cent dues, \$1 reinstatements and sum total of assessments hereinafter provided. Raised dues, initiation fees and fines imposed by Local Unions for non-attendance of regular meetings and fines imposed for failure to do committee work or attend authorized meetings in the interest of the Local Union, shall be placed in local fund; said fines to be a minimum of 50 cents and maximum of \$5.00 for any one offense.

Sec. 206. Each Local Union shall deposit in an appointed bank, or purchase registered bonds of the United States or Canada, for all moneys over and above the following amounts: Unions numbering 25 members or less, \$25; 50 or less, \$35; 100 or less, \$60; 260 or less, \$75; 500 and over, \$100. The funds shall be deposited and drawn by the Treasurer in the presence of at least two trustees; these officers shall be held responsible for neglect of duty. The bonded officer of each Local Union shall be the custodian of the bank book; and the President shall act as general supervisor over all deposits. But



in no case shall Unions be allowed to deposit money in private banks.

Sec. 207. All amounts of money received by Local Unions, over and above amounts described in the previous section, shall be deposited in some responsible bank or invested in bonds, by and in the name of trustees, with the advice of the Union. The sale of bonds and the withdrawal of money shall always be at the discretion of Local Unions, the Treasurers and Financial Secretaries to be bonded for the amount held by the Locals by a surety company, which company shall be approved by Executive Board.

Sec. 208. That an expert accountant from a guaranteed accounting company shall be employed to audit the accounts of the Secretary-Treasurer semi-annually. Any Local Union in good standing of the U. A. shall have the privilege to employ an expert accountant to examine the U. A. accounts at any time, at said Local Union's expense.

#### GENERAL AGENTS.

Sec. 209. When a strike or lockout involving more than fifty members is in contemplation, the Union where such difficulty may arise shall, within twenty-four hours, telegraph to the General Secretary-Treasurer, who may, if the Local so desire, appoint a member of the United Association to proceed to the locality to act as agent of the United Association for one week, and may be continued as agent for the U. A. upon approval of the Executive Board.

Sec. 210. The duties of the agents or representatives are to represent the interests of the United Association; to attend all meetings of the committee having the conducting of the strike or lockout in charge, and to report weekly or oftener if circumstances warrant, or if required to do so by the General Secretary-Treasurer, upon all questions in reference to the difficulty and at the same time forward a copy thereof to each member of the Executive Board through the General Office. He shall have free access to all meetings of the committee above specified, and have power, when directed, to examine the books and papers of the Union.

Sec. 211. Any Union in difficulty which shall refuse or not permit the agent to perform the duties as in this Constitution provided, the General Secretary-Treasurer may withhold the benefits due them until their compliance is assured.

Sec. 212. Whenever, in the opinion of the General Secretary-Treasurer, the interests of the United Association would be best served, he may revoke the appointment of the agent and may appoint another in his place, subject, however, to the power of confirmation by the Executive Board. Nothing in here shall, however, prevent any member of the Executive Board from moving the revocation of the appointment of such agent; and if so ordered by a majority thereof, said appointment shall be revoked.

Sec. 213. The salary of the agents shall in no case exceed the wages received in their respective localities, and they will also be allowed such legitimate expenses as may be incurred in the proper performance of their duties.

Sec. 214. Any member being prosecuted through the discharge of his duty by the enforcement of any order by a Local Union, the expense incurred through such prosecution shall be borne by the United Association; provided, such order of the Local Union be not in violation of the National Constitution. In case a member has been arrested by the request of an employer, tried and discharged without any fine imposed upon him, it shall be optional with the Executive Board of the United Association to prosecute such an employer.

#### DEFAULTERS.

Sec. 215. Any officer or member of any Local Union of the United Association who shall obtain money or benefits under false pretenses, or who shall appropriate any money belonging to the Union to his own use, shall not be eligible to hold any office in any Local Union of the United Association, and notice of all defalcations and misappropriations of moneys shall be forwarded to the General Secretary-Treasurer, who shall publish the same in the official Journal. Defaulters shall not be entitled to receive any benefits prescribed in this Constitution until their defalcations have been paid by them.

Sec. 216. No part of this Constitution shall be suspended at any time, nor can it be amended, except at Conventions or by referendum vote, as provided in foregoing sections.

Sec. 217. All laws conflicting with this Constitution heretofore adopted are hereby declared null and void.

## RULES OF ORDER.

1. The President shall take the chair every day precisely at the hour to which the Convention shall have adjourned on the preceding day, and shall immediately call the members to order.

2. The President shall have the general direction of the hall; the right to name any member to perform the duties of the Chair, but such substitution shall not extend beyond adjournment, and shall also preserve order and decorum in the proceedings of the Convention.

3. All committees shall be appointed by the President, unless it shall be otherwise directed by the Convention, in which case they shall be appointed by the vote of the Convention.

4. Members and officers of the Convention are required to be constantly in attendance upon the duties of their position, and leave of absence to such will only be granted by the President.

5. A member desiring to speak shall rise and respectfully address the President, and the President shall announce the member by name, and the member may then speak. No two members from the same Local shall speak on the same question successively, unless the members from other Locals do not care to discuss the subject.

6. In all cases the member who shall first rise and address the Chair shall speak first, but when two or more members shall rise at once, the President shall name the member who is first to speak.

7. No member shall speak more than twice on the same question, nor more than five minutes, unless by leave of the Convention, and shall be confined to the question under debate, and avoid personalities.

8. Any member, while discussing a question,

may read from books, papers or documents any matter pertinent to the subject under consideration without asking leave.

9. Any member may call for a statement of the question, which the President may give sitting.

10. Any member may call for a division of the question, and the decision of the President as to its advisability shall be subject to appeal, as in questions of order.

11. Any member may decline to serve on any committee if at the time he is a member of two other committees.

12. Every member present when the question is put shall vote, unless excused by the Convention. A request to be excused from voting or an explanation of a vote shall not be in order unless made before the Convention divides or before the call for yeas and nays is commenced, and any member requesting to be excused from voting or desiring to explain the vote may make a brief statement of the reasons for making such request, and the question shall then be taken without further debate.

13. While the President is putting any question or addressing the Convention no one shall walk across the hall, and while a member is speaking no one shall pass between the member and the Chair. No member or other persons shall go to or remain at the Secretary's table while the yeas and nays are being called or ballots counted, excepting the Secretary and his assistants.

14. Any two members shall have the right to demand the yeas and nays upon any questions before the result is announced, but if objections be made the demand shall be sustained by one-fifth of the members present. If not sustained, members may, upon request, have their vote recorded upon the minutes, and upon call of the

yeas and nays the Secretary shall call over the names alphabetically.

15. As soon as the Convention is called to order the roll shall be called and absentees noted, and a quorum being present, the minutes of the preceding meeting of the session shall be read by the Secretary, and, if necessary, corrected by the Convention.

16. One-third of the members elected to the Convention shall be necessary to constitute a quorum to do business, and, except as provided, a majority of those voting shall be sufficient to decide pending questions.

17. Every motion shall be reduced to writing, if the President or any member shall desire.

18. When a motion is made and seconded, it shall be stated by the President, or, being in writing, it shall be read audibly to the Convention by the President or Secretary before debate.

19. All questions, whether in committees or Convention, except privileged questions, shall be put in the order in which they are made, except, in filling blanks, the largest sum or number and longest time shall be put first.

20. After a motion is stated by the President or read by the Secretary, it shall be deemed to be in the possession of the Convention, but may be withdrawn by leave of the Convention at any time before a decision or amendment.

21. Questions shall be distinctly put, in this form: "All in favor of this motion say aye," and after the affirmative vote is expressed: "Those of the contrary opinion say no." If the President doubts, or a division be called for, the Convention shall divide, those of the affirmative of the question first arising from their seats, and afterward those in the negative, and the President shall determine by count, announcing the number.

22. When a question is under debate, no motion shall be received but to adjourn, to take a recess, to lay on the table, for the previous question, to postpone for a certain time, to commit, to amend, to postpone indefinitely, which several motions shall have precedence of each other in the order in which they are arranged.

23. When a motion is made to commit to a Committee of the Whole or to a Standing Committee, it shall not be in order to amend such a motion by substituting any other committee, but if any other committee be suggested, the motion shall first be put upon the committee first named, and afterward upon the committee or committees suggested, in the order in which they are named; but a motion to refer to a Committee of the Whole, to a Standing Committee, or to a Select Committee, shall have precedence in the order here named.

24. A motion to postpone to a certain day, or indefinitely, being decided, shall not again be allowed the same state of the proposition.

25. A motion to adjourn shall always be in order, but, being decided in the negative, shall not be again entertained until some motion, call or order shall take place.

26. The following questions shall be decided without debate, to wit: To adjourn, to take a recess, to lay on the table, to take from the table, to go into Committee of the Whole, and all questions relating to the priority of business.

27. No motion or proposition upon a subject differing from that under consideration shall be admitted under color of amendment.

28. A motion to strike out and insert shall be deemed a divisible, and a motion to strike out on a division being negatived, or a motion to insert being decided in the affirmative, shall be equivalent to agreeing to the matter in that form,

but shall not preclude further amendment; provided, that substitutes for pending propositions shall, for the purpose of amendment, be treated as original propositions.

29. A motion to reconsider a vote must be made by a member voting with the prevailing side, and such motion, to be in order, must be made within the next two days of actual session of the Convention after such vote was taken, and the same shall take precedence of all other questions, except the motion to adjourn.

30. The previous question shall be in this form: "Shall the main question now be put?" and until decided shall preclude further debate and all amendments and motions, except one motion to adjourn and one motion to lay on the table. All incidental questions, or questions of order, arising after a motion is made for the previous question, and pending such motion, shall be decided, whether on appeal or otherwise, without debate.

31. If a call for the previous question be not sustained, the subject under consideration shall not thereby be postponed.

32. If a member, in speaking or otherwise, transgresses the rules of the Convention, the President shall, or any member may, call the member to order, and the member called to order shall be seated, if required to do so by the President, until the question of order is decided.

33. All questions of order shall be decided by the President without debate. Such decisions shall be subject to appeal to the Convention by any two members, on which appeal no member shall speak more than once, unless by leave of the Convention, except the party appealing, who may speak twice, and the President may speak in preference to other members.

34. If the decision be in favor of the member

called to order, the member shall be at liberty to proceed; if otherwise, shall not be permitted to proceed, "in case any member objects," without leave of the Convention.

35. If a member calls another to order for words spoken in debate, he shall, if required by the President, reduce to writing the language used by the member who was called to order.

36. All reports of committees shall be signed by such members thereof as concur therein, and the report, with the names of the member or members signing same, shall be read by the Secretary, or at the Secretary's desk, by the member making the report, without a motion.

37. No committee shall sit during the daily sessions of the Convention, unless by special leave.

38. These rules shall not be altered, except at least one day's notice of the intended alteration be given, and then only by a vote of a majority of all members of the Convention, and no rule or order of business shall be suspended, except by a vote of at least three-fourths of those present.

39. Cushing's Manual and Law of Legislative Assemblies shall be received as a rule in all cases not provided for in the foregoing rules.



## ORDER OF BUSINESS OF LOCAL UNIONS.

1. Reading minutes of previous meeting.
2. Report of committees.
3. Correspondence and action thereon.
4. Application for membership.
5. Election of candidates and initiation of new candidates.
6. Report of Local Executive Board.
7. Appropriation of money.
8. Roll call of officers.
9. Report of officers.
10. Business for the welfare of United Association and Local Unions.
11. Unfinished business.
12. New business.
13. Are there any vacancies known in trades to be filled? Are any of our members out of employment?
14. Announcing the receipts of the meeting.
15. Adjournment.

## ORDER OF BUSINESS OF THE UNITED ASSOCIATION.

1. Call to order by the President.
2. Report of Committees on Credentials.
3. Roll Call of Officers and Delegates.
4. Appointment of Standing Committees as follows: On Finance, on Laws, on Appeals and Grievances, on State of the Association.
5. Report of Officers.
6. Reports of Committees appointed at previous Convention of the United Association.
7. Introduction of Documents and Resolutions by Delegates under call of Local Unions and reference to Committees without debate.
8. Report of Standing Committee.
9. Report of Special Committees.
10. New or Unfinished Business.
11. Election of Officers.
12. Installation of Officers.
13. Adjournment.

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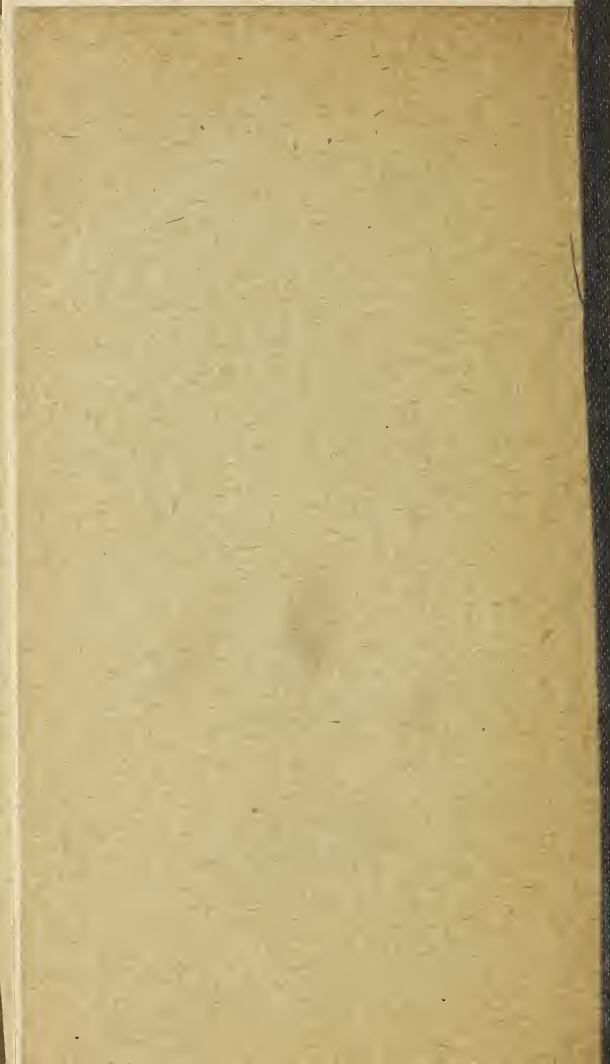
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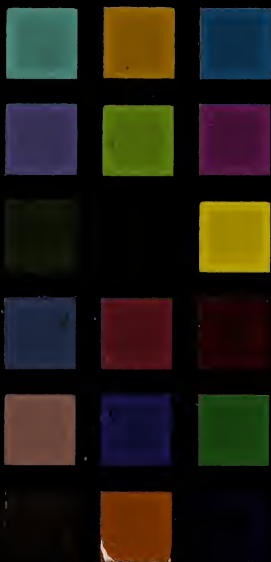
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